

ABSTRACT

Human resources are considered a specific resource because they have a greater impact on the success of the company. An organization is successful when it achieves its goals, has competent employees and carries out its current operations effectively. HR is the most important part of the organization compared to other parts

The purpose of this study was to determine the impact of HR management practices and employee competency on organizational effectiveness among public officials (PNS) in Bandung and to partially or simultaneously determine the impact of HR management practices and employee competency on organizational effectiveness.

This research method is a quantitative method in which questionnaires are distributed for data collection. The subjects of this study are supervisors in Bandung. The sampling technique used was non probability based sampling technique with a targeted sampling of 390 respondents. Analytical techniques for examining the variables were multiline regression analysis, descriptive analysis, hypothesis testing, and coefficient determination performed using IBM SPSS version 23 software.

The outcomes of this research are human resource management practices and employee competencies that either partially or simultaneously influence organizational effectiveness. Human resource management practices have a 96.3% impact on organizational effectiveness based on the determination of the coefficient and efficiency of workers, while the remaining 3.7% are affected by other variables that are not examined in this study.